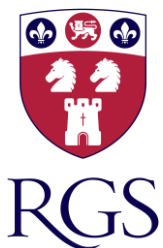


**TEACHER OF
PHYSICS**
(Fixed Term)

**JOB
INFORMATION**



RGS



TEACHER OF PHYSICS

(Full Time, Fixed Term)

Newcastle upon Tyne Royal Grammar School

Required from September 2024 until June 2025 (estimated)



THE POSITION

We have a unique opportunity for someone to join our superb Physics Department. This is a maternity-cover role which is estimated to run until June 2025, with the potential to extend beyond this by mutual agreement, if required. Ideally, we are looking to make a full-time appointment, but we may be able to consider a part time alternative (0.8+) for the right applicant. You must be an excellent subject specialist with the ability to inspire our enthusiastic students from Y7 to A Level and Oxbridge. You should be able to teach Physics to a high level.

Being 'willing to go the extra mile' is a major part of the role for all teachers at the RGS, not merely in specialist activities but in a huge range of co-curricular sporting, artistic and cultural work. We are keen to invite applications from those who would like to make their own distinctive contribution to this ethos. We very much value colleagues who are willing to contribute to the co-curricular programme.

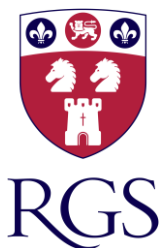
The RGS has its own salary scale (which is above national pay scales for teachers) and provides ECTs with an appropriate programme of induction leading to QTS.



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Closing Date: 9.00am Monday 26th February 2024

Contact: Head of Physics, Rachael Houchin (r.houchin@rgs.newcastle.sch.uk)



THE SCHOOL

Thomas Horsley, the original settlor of the Royal Grammar School Newcastle (RGS) pledged his legacy to the School in 1525. Almost 500 years later, RGS continues to flourish as the premier independent school in the North East of England and as one of the country's leading schools, and the Sunday Times' North East Independent School of the Decade 2020. Most recently, RGS was awarded the Sunday Times' 2023 North East's Top Independent Secondary School for Academic Performance. We regularly lead all northern schools in national league tables and pride ourselves on academic excellence, a high level of pastoral support, involvement in a wide range of sports and other co-curricular activities, and our commitment to bursaries and partnerships.

The RGS has grown substantially in recent years. There are now some 1,320 students, over 260 of whom are in the Junior School. The Sixth Form of 330 students is one of the largest in the independent sector. We became coeducational 20 years ago and girls now comprise 46% of the school.

The school is based in the heart of the City, immediately opposite Jesmond Metro station. The school occupies over 30 acres of land and has state-of-the-art facilities, including five brand new art studios, a new library, a new Sixth Form Centre, a 25m swimming pool, two Sports Halls, a Performing Arts Centre, outdoor football/rugby pitches at Mooracres, an artificial turf pitch for hockey and the former County Cricket Ground.

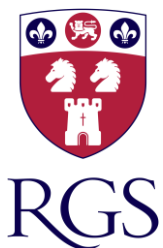


Academically the school is highly selective. Students are assessed for entry at the key entry points (Y3, Y5, Y7 and a handful at Y9, plus sixth form). The biggest entry points are Y3 (60 students), Y7 (c.75 students) and Y12 (c. 45 students). Beyond the academics, in Junior School (Y3-6) entry is assessed through activity days whilst at Y7 students are assessed through online tests and an interaction day. Sixth form entry is through

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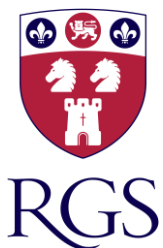
interview only. Students sit baseline tests in Y7, Y10, and L6 – the average GLA CAT score for both the current Y7 and L6 is 117.

Academic selection and excellent teaching mean the school's results are exceptional. The published figures for 2023 are on the school's website. For A Level, 34% of A level grades were at A*; 71% A* - A; and 89% A* - B. For GCSE, the proportion of grade 9s was 41.2%; 9 – 8 was 67.8%; and 9 – 7 was 85.8%. These results placed the RGS 51st, nationally, in The Sunday Times Parent Power survey, up from 73rd place in 2022. Additionally, Top School Guide ranked the RGS 16th nationally for co-educational schools; and overall, 37th for A Levels and 48th for GCSEs.

In 2021 The Sunday Times Parent Power survey judged RGS Newcastle to be the North East Independent School of the Decade. Since then, the RGS has consistently ranked first for academic results in the North East. In 2023, as well as receiving accreditation for the Wellbeing Award for Schools, the RGS was awarded the overall title of Independent School of the Year for the whole of the UK, following winning the category for Outstanding Educational Partnerships. We have more recently been awarded the title of Sunday Times Parent Power North East Independent School of the Year for 2024. Furthermore, School Sports Magazine recently ranked the RGS as the 27th best sports school (independent and state) in the UK.



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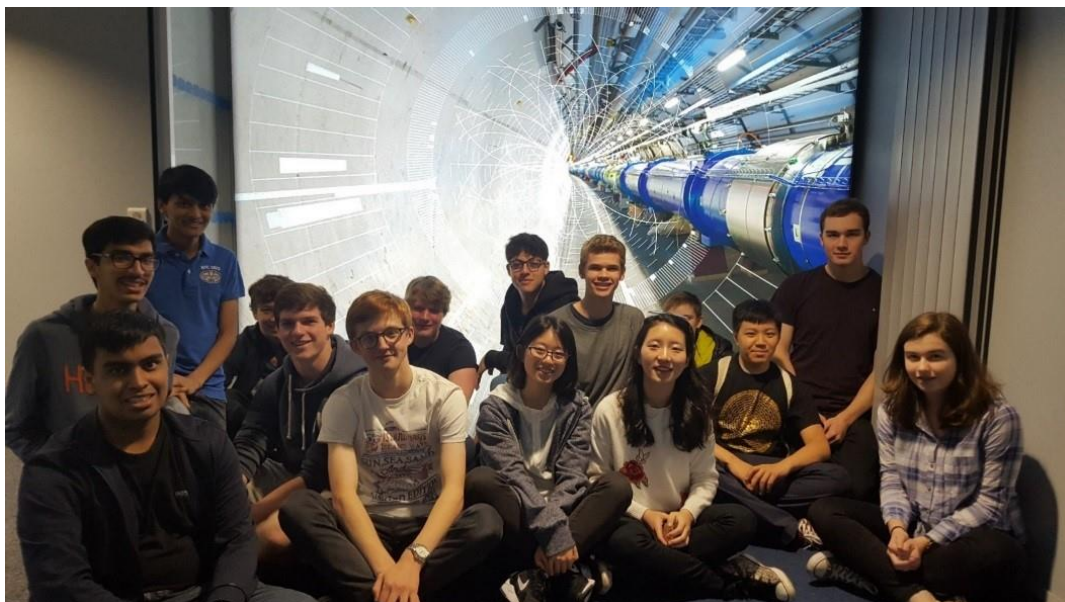
THE PHYSICS DEPARTMENT

The department consists of eight teaching staff (six full-time, one full-time Physics with Outreach and one part-time). In addition, we are ably supported by two technicians. We value a high degree of independence, enabling teachers to utilize classroom practices which play to his or her strengths. We deliver our own KS3 based course during Years 7-8 and then move onto Edexcel IGCSE for Years 9-11. During this time, we teach in mixed ability classes of around 24/25 students. Of the 140 Year 11 students around 45 will complete our AQA A Level course during Sixth Form. This course is taught in four sets. Staff are expected to teach across all year groups.

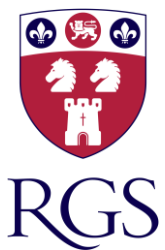
External examination results are excellent. The 2023 results can be viewed below:

	A*	A*-A	A*-B
A Level	28.3%	54.3%	78.3
	9	9-8	9-7
IGCSE Physics	50.4%	79.5%	93.7%

Friendly and collaborative, the department seeks to benefit from the enthusiasm and insights of each other whilst also resisting an over-prescriptive approach. We are committed to sharing good teaching practice. The successful candidate will have a love of Physics, will be able to bring his/ her creative initiatives and will want to function as a member of the departmental team. We run an annual sixth form trip and enjoy visiting attractions closer to home, such as the Kielder Observatory and DNV Spadeadam.



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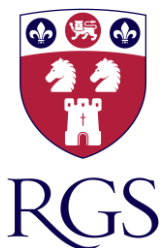
ACCOMMODATION AND RESOURCES

The department has five spacious and well-appointed labs within the Science and Technology Centre (STC). Standard facilities include digital touch screens and demonstration cameras. We also have an office, prep room, and a large seminar room.

A healthy level of funding allows access to a range of good quality equipment to support practical work. The department is highly collegiate, with the production and sharing of resources playing a central part in what we do. New colleagues are expected to contribute to this culture and new, innovative ideas are encouraged.



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PERSON SPECIFICATION

The following person specification indicates those areas of skills and personal characteristics, qualifications, training, and experience that we are looking for.

Qualifications and Training

- A degree in a relevant subject
- Courses of further study relevant to the post

Experience

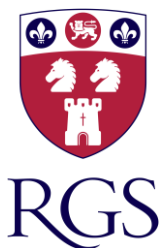
- Experience of teaching in a highly academic context
- Experience of teaching the full 11-18 age range

Skills

- Experience in teaching A-Level
- Ability to inspire young people to develop a love of Physics
- Ability to think originally and creatively and show initiative
- Commitment to high standards of teaching and learning
- Ability to teach high quality lessons
- Excellent organisational abilities
- Understanding of health and safety in the classroom/lab
- High levels of IT competency

Personal Characteristics

- Ability to work in a fast-paced environment
- Ability to communicate effectively with parents, students, and staff in a variety of ways
- Understanding of, and commitment to equality of opportunity for all
- Understanding of, and commitment to the ethos of the school as a community
- Tact, discretion, and diplomacy
- A genuine liking of people and the ability to show warmth, good-humour, empathy, and sensitivity.



LIVING IN THE NORTH EAST

Whilst the North East is beloved and popular with so many, we know that not everyone will have had first-hand experience of it, so this is a short introduction to a city and region which we love and believe you will too. Newcastle is a medium-sized city with an historic centre and a vibrant life of its own. There's culture and arts in the form of the award-winning BALTIC Art Gallery and The Sage, alongside several theatres that attract national touring productions. There's music from classical to club and we are home to the Royal Northern Sinfonia. There's also a growing food culture with some fantastic restaurants.

If you like sport then there's certainly no shortage of top-class entertainment: from Premier League football being played at St James' Park and EFL at the Stadium of Light to first class cricket at Durham (a mere half hour away), and great rugby at the Falcons, not to mention basketball and even ice hockey, and then there is the annual Great North Run. The North East has also produced some of the country's finest athletes in track and field and there are clubs aplenty to get involved with, most famously in Gateshead.

The coast and the hills are minutes away from the city centre. By car you can be in the middle of nowhere in 45 minutes, the Scottish Borders is only an hour away and the Lake District an hour and a half. The coast is served by the Metro (our version of the Tube), but some of the country's best beaches are up the road in Northumberland, less than 40 minutes by car. There's mountain biking, road cycling, climbing, and endless hill walks in stunning countryside. There are green spaces all over the city too, with plenty of parks for children and dogs alike to run around.

There are three local teaching hospitals, two universities in the city with another three close by. Some pioneering medical work goes on at the RVI, Great North Children's Hospital and the Freeman Hospital.

History abounds with more castles than you could count and sites of interest for almost every period of English (and border) history. Add that to a proud, independently minded and very friendly local population and we have most things you could want.

There are excellent primary schools in the region and city as well as some good secondary schools too, but staff do get a discount at the RGS. There are also a number of good competitor independent schools as well.



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MAIN TERMS AND CONDITIONS

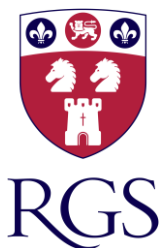
- This is a full-time fixed term appointment expected to start September 2024 and is expected to end in June 2025 unless extended by mutual agreement. The school may consider a 0.8 part time alternative for the right individual.
- Working Hours - Normal working hours will be those necessary to carry out the duties of the post.
- Salary - The salary will be determined by the RGS Teachers' Scale.



WHAT WE OFFER

- During term-time, staff are provided with a free lunch, if on site.
- The school offers an alternative to the TPS, the Aviva Pension Trust for Independent Schools (APTIS) which is a defined contribution and salary exchange scheme administered by AVIVA. There is provision for life assurance and income protection under the APTIS scheme and increased flexibility regarding employee contributions and fund management. Further information on the APTIS scheme and salary exchange will be made available on appointment.
- The employee will become eligible for sick pay under the RGS Teachers Staff Sick Pay Scheme. Details of the scheme will be provided on appointment.
- As with all RGS employees, the employee will be encouraged to become involved in the wider life of the RGS community.

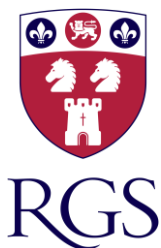




- Ongoing educational support and development of all staff with the provision of external and internal training courses, and our middle leaders training programme for existing and aspiring managers.
- Opportunity to see free school productions in the Miller Theatre located in our Performing Arts Centre.
- Free use of a well-equipped gym, fitness suite and swimming pool.
- Access to our onsite confidential counselling service.
- We offer access to the school medical team (1 doctor and 2 nurses) for triage medical advice and free flu vaccinations.
- Invitation to join staff clubs and wellbeing activities during term-time.
- Staff social events throughout the year.
- Supportive and friendly community.
- Opportunity to join in with RGS tradition and become a member of the Stowell, Collingwood, Horsley, or Eldon House.



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HOW TO APPLY

Candidates are advised to read the 'Information for Applicants' with particular care before applying.

If you have any queries or would like to arrange a visit to the school, please do not hesitate to email or to call Rachael Houchin (Head of Physics) on 0191 281 5711 or email r.houchin@rgs.newcastle.sch.uk.

If, having looked through the website (www.rgs.newcastle.sch.uk) and read this job information pack and the Information for Applicants, you think this particular post would suit you, please say so (and why) in a covering letter of application. You must complete the application form, even if you want to also attach a CV. You are welcome to apply electronically, please email all documents to jobs@rgs.newcastle.sch.uk by the closing date.

**The closing date for this role is
9.00am Monday 26th February 2024**

Candidates should be aware that the school may interview earlier than the closing date if applications from suitable candidates are received.

We will hope to make the appointment as soon as possible following interview, offering the post and gaining acceptance, so applicants should arrive for interview with a clear idea of what would be involved in moving to the area (if necessary) and working at the RGS.

Reasonable travel expenses will be considered to attend an interview if candidates live outside the local area. This is normally up to a maximum contribution of £100 on provision of receipts. If your expenses will be significantly higher than £100 and an overnight stay is required, please note all expenses will need to be booked and approved in advance. If you plan to claim expenses, please contact the Head's Secretary, Sandra Ellis S.Ellis@rgs.newcastle.sch.uk in advance of your interview, who will talk you through the policy and advise on eligibility for reimbursement.

Safeguarding and Safer Recruitment

RGS is committed to the safeguarding of children and promoting the welfare of children and young people and expects all staff, volunteers and those working in school to share this commitment. The school applies the Government's Safer Recruitment procedures to all candidates. More information regarding the checks can be found in the Information for Applicants and 'Keeping Children Safe in Education' (September 2023).

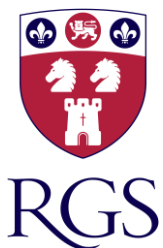
Equal Opportunities

We are looking to appoint staff from a wide variety of backgrounds. Not just because it is the right thing to do but because at the RGS we recognise that those different experiences provide fresh perspectives, opportunities to challenge existing beliefs and provide opportunities to act as excellent role models for our diverse student body. We are committed to creating an inclusive and diverse school culture and our staff are at the

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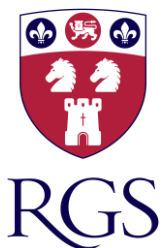
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heart of this. We are proud to be an equal opportunities employer and all qualified applicants will receive consideration for employment regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships. Whilst all applications are considered on merit, we would particularly welcome applications from black and minority ethnic candidates who are currently under-represented in our staff community.

We encourage all candidates to complete an 'equal opportunities' form with your application. This will be sent directly to the HR team for monitoring purposes.



CONTACT DETAILS

Royal Grammar School Eskdale Terrace Newcastle upon Tyne NE2 4DX

Tel: 0191 281 5711

General enquiries: communications@rgs.newcastle.sch.uk

Rachael Houchin, Head of Physics (r.houchin@rgs.newcastle.sch.uk)

www.rgs.newcastle.sch.uk



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